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*Final*

THIS BOOK DOES  
NOT CIRCULATE

Proposal for Agreement

1970 - 71

Submitted to

The Central Teachers Association

by

The Board of Education  
Independence Township

## ARTICLE I

The Independence Township Board of Education recognizes the Central Teachers Association as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for all certificated personnel whether under contract, on leave, on a per diem basis, employed or to be employed,

including: teachers  
nurse

but excluding: principal

## ARTICLE II

### Grievance Procedure

Definition: "A grievance shall mean a complaint by an employee

(1) that there has been as to him a violation, misinterpretation or inequitable application of any of the provisions of the agreement or (2) that he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established board policy or administrative practice governing or affecting employees. However, the term "grievance" shall not apply to any matter which (a) a method of review is prescribed by law or State Board Rule having the force and effect of law, or (b) the board of education is without authority to act or (c) a complaint of a non-tenure teacher which arises by reason of his not being re-employed. As used in this definition, the term "employee" shall mean also a group of employees having the same grievance.

- a. Any professional employee who has a grievance shall discuss it first with his principal in an attempt to resolve the matter at that level.
- b. If, as a result of the discussion, the matter is not resolved to the satisfaction of the aggrieved employee, he shall set forth his complaint in writing to the principal. The principal shall communicate his decision to the employee in writing within a reasonable length of time depending upon individual situation.

ARTICLE II (cont.)

- c. If the grievance is not settled after reaching the principal the matter may be referred to the Professional Relations Committee of the Central Teachers Association for consideration. The committee shall make a determination as soon as possible, but within a period not to exceed 10 days.
- d. If the Professional Relations Committee determines that the grievance has or may have merit, it shall recommend that the grievance be heard by the Board of Education. The Board of Education shall hear the grievance at first regular meeting following the committee's determination.
- e. If the Professional Relations Committee determines that the grievance is without merit, it will so advise the employee and a copy of its findings shall be sent to the Administrative Principal and to the Board of Education.
- f. An employee whose grievance has been determined to be without merit by the Professional Relations Committee shall have the right to appeal to the Board of Education.
- g. If circumstances seem to make it desirable, the Board of Education and the employee or his representatives may seek independent advice to assist them in reaching an agreement. All information previously gathered shall be made available to the advisers so obtained.

# Article III

## SALARY GUIDE 1970-71

Years of Employment	Bachelors Deg. or 128 Credits	Bachelors Deg. + 30 Grad. Cred.	Masters Degree	Masters Deg. + 30 Grad. Cred.
1	7100	7400	7700	8000
2	7400	7700	8000	8300
3	7700	8000	8300	8600
4	8000	8300	8600	8900
5	8300	8600	8900	9200
6	8600	8900	9200	9500
7	8900	9200	9500	9800
8	9200	9500	9800	10100
9	9500	9800	10100	10400
10	9800	10100	10400	10700
11	10100	10400	10700	11000
12	10400	10700	11000	11300

- a. All prior experience in public schools shall receive proper credit.
- b. Up to 4 years of military service shall receive proper credit.
- c. Beginning the:
  - 15th year - add \$100 to the 12th step
  - 20th year - add \$200 to the 12th Step
  - 25th year - add \$300 to the 12th step
  - 30th year - add \$400 to the 12th step
  - 35th year - add \$500 to the 12th step

#### ARTICLE IV

The Board will reimburse teachers up to 50% of the cost of tuition only for college credits per year when the following conditions have been met:

1. All courses taken must be pertinent to the teaching job currently held by the teacher in hope that the teaching-learning situation in the classroom will be improved.
2. Courses to be taken must have prior written approval of the Administrative Principal for the district.
3. Application for approval of courses must be accompanied by a college catalog containing a complete course description.
4. To be reimbursed, the teacher must present the following:
  - a. College transcript verifying completion of course.
  - b. Official records from the college verifying the amount of tuition paid.
  - c. Evidence of prior approval by the Principal.

Under no circumstance will there be reimbursement for courses taken to acquire the following:

1. A bachelor's degree
2. State certification

ARTICLE V

EMPLOYEE HOSPITALIZATION

In addition to Blue Cross, Blue Schield, and Rider J on each employee, the Board agrees to pay the cost of Supplementary Major Medical portion of the Blue Cross Plan, on each teacher only. This does not include the cost of enrolling dependents in any plan.

Duration of Agreement

This agreement shall be effective as of the  
1st day of July, 1970, and shall continue in effect  
until the 30th day of June, 1971.

In witness whereof the Association has caused this  
Agreement to be signed by its president and secretary  
and the Board has caused this Agreement to be signed  
by its president, attested by its secretary and its  
seal to be placed thereon.

Central Teachers Association

Independence Township  
Board of Education

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its President

By \_\_\_\_\_  
Its Secretary

By \_\_\_\_\_  
Its Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date